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Women In The Military

20. ABSTRACT (Continue on reverse side if necessary and identify by block number)

A selected bibliography of references on gender-related topics prepared to support U. S. HQ Forscom Human Relations training program. The areas covered are differences between the sexes, improper sexual treatment-rape, sexual harassment, sexual discrimination, pregnancy, homosexuality and fraternization. Included is a list of resource addresses.

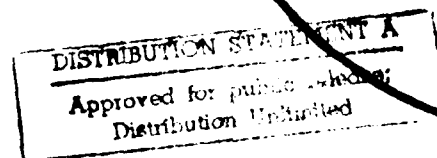
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# **MILITARY PERSONNEL DILEMMAS:**

**PERSPECTIVES ON  
GENDER-RELATED ISSUES.**



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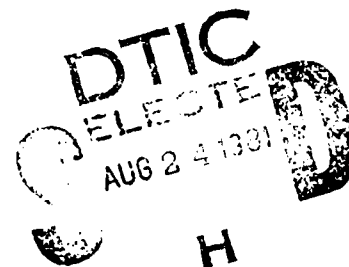
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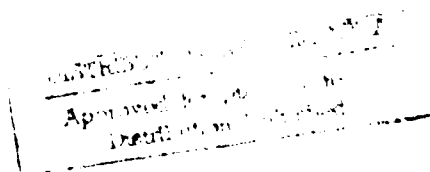
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PERSPECTIVES ON GENDER-RELATED ISSUES,

A SELECTED LIST OF RESOURCE MATERIALS,  
PREPARED FOR HUMAN RESOURCES DIVISION, HQ FORSCOM

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### NOTES

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## INTRODUCTION

*"The art of progress is to preserve order  
amid change, and to preserve change amid order."*

*Alfred North Whitehead*

There is a considerable body of evidence to suggest that future generations may rightly regard the sometimes maligned military organization as an important catalyst for social change. To a large extent, the services have always mirrored the values of society, from political strata to cultural interests. In some areas, the Armed Forces became "point men" for change in sensitive issues--notably in its desegregation efforts.

The expanding role of women in the Armed Services is one of the new issues creating management problems which must be dealt with pragmatically to continue the tradition of reliable defense. Separating the shaft of perceived attitudes from the wheat-germ of the particular individual in a particular situation is one of the tasks of the Human Resources Division. Awareness begets positive change. To this end, this introductory selected list of citations is presented to display a cross-section of current thought on gender-related issues.

These materials and others are available at your Post Library, either on-site or through inter-library loan from the FORSCOM Command Reference Libraries. All you have to do is ask!

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Technical search and assistance in the compilation of this bibliography is acknowledged with gratitude to Evelyn Stephan, Chief Librarian, along with Pat Darlington, David Arola and Beverly Wood, Librarians at Fort Bragg; Lee Porter, Chief Librarian along with Charles Haskins and Jewel Player, Librarians at Fort McPherson. The assistance of Malinda Johnson, Post Librarian at Fort Stewart and Jim Chestnut, Atlanta Corps of Engineer Librarian who directed the Lockheed Dialog search is also appreciated. The relentless typist was Ann Gilmore of Morale Support Activities, Personnel Services Division. Appreciation is also due for the coordinating efforts of LTC Robert Holtzclaw, Human Resources Division. Pulling it all together was the Project Coordinator, Stephanie Jones, FORSCOM librarian Intern (AUTOVON: 588-3056).

Louise Nyce, Library Program Director  
HQ FORSCOM

## DIFFERENCES BETWEEN THE SEXES

### PRINTED MATERIALS

Aber, Edward. "Women In Army Jobs." SOLDIERS. July 1974. pp.22-25.

Arbogast, Kate A.; Stewart, Charles T., Jr. "The Supply Of Women Enlistees And Their Utilization In The Navy." DTIC AD-A034 516. June 1976. 52p.

There is an excess supply of qualified female volunteers for the Navy. Wider training and occupational opportunities would allow the Navy to meet 5-7% of its enlisted personnel needs with women. The wider occupational choice, changing regulations on marriage and pregnancy, and adoption of the same induction standards for women as for men greatly increase the potential supply of women for the Navy.

"Army Withholds Report On Women In Combat." CURRENT NEWS. September 7, 1977. Part 1. p.6.

"An Artist With A Hand Drill (Women In Traditionally Male Fields In The Military)." ARMED FORCES JOURNAL INTERNATIONAL. July 1974. 27p.

Ayling, Sally. "Why Should Women Be Exempt From Combat?" CURRENT NEWS. July 22, 1975. Part 2. pp.5-F-16-F.

Baisden, Annette G.; Ambler, Rosalie K.; Lane, Norman E. "An Assessment Of Naval And Marine Aviation Students' Attitudes Toward Women With Specific Reference To Naval Aviation." DTIC AD-A049 139. November 1977. 13p.

The attitudes of Navy and Marine Corps aviation trainees toward women on several factors, including acceptance into aviation training, are considered. The results, which indicate that the attitudes of naval officers are significantly more liberal than the college normative population, are discussed in terms of their utility in the successful implementation of women into military aviation, their effect upon male participation, and their significance in a time of an all-volunteer force and continuing need to recruit.

## DIFFERENCES BETWEEN THE SEXES

- Bardwick, Judith M. PSYCHOLOGY OF WOMEN: A STUDY OF BIOCULTURAL CONFLICTS. Harper & Row. 1971.
- Basil, Douglas Constantine. WOMEN IN MANAGEMENT. Dunellen. 1972.
- Batts, John H. et. al. THE ROLES OF WOMEN IN THE ARMY AND THEIR IMPACT ON MILITARY OPERATIONS AND ORGANIZATIONS. Army War College. 1975.
- Beer, Patricia. "Women Who Followed The Flag." LISTENER. January 29, 1976.
- Bernstein, Paula. "Will We Allow Women In Combat? Pentagon Has Gone So Far--Now It's Up To Congress." CURRENT NEWS, Weekend Edition. October 2, 1977.
- Bickner, Mei Liang. WOMEN AT WORK: AN ANNOTATED BIBLIOGRAPHY. Manpower Research Center, Institute of Industrial Relations, University of California. 1974.
- Binkin, Martin and Shirley J. Bach. WOMEN IN THE MILITARY. Brookings Institute. 1977.
- A comprehensive account concerning the Department of Defense Policy toward women in the military. In 4 chapters, the authors discuss the need for sex integration in the military. In conclusion, Binkin and Bach recommends that Congress review legislation which restricts women in combat.
- Bobbitt, Billie M. "The Position And Role Of Women." AIR FORCE POLICY LETTER FOR COMMANDERS: SUPPLEMENT. No. 9. September 1974. pp. 9-17.
- Booth, Richard F. and Karen T. Lantz. "Sex Differences In Psychosocial Perceptions Toward Naval Work Environments." DTIC AD-A044 962. April 1975. 10p.

The Insel and Moos' Work Environment Scale was used to assess expectations at the time of occupational entry and perceptions in training and on the job for 200 Navy enlisted men and 200 Navy enlisted women working in health care jobs. A sex comparison on these variables revealed that men and women entered the paramedical work environment with different expectations of what would be encountered, but that once they had experienced what the psychosocial climate was actually like they tended to perceive both the training and job environments in a similar manner. An exception to this general finding indicated that Navy administrators may be using different techniques for supervising the behavior of man and women.

- Borack, Jules I. "Intentions Of Women (18-25 Years Old) To Join The Military: Results Of A National Survey." DTIC AD-A060 104 (Final). September 1978. 44p.

In anticipation of the projected decline in the national population



## DIFFERENCES BETWEEN THE SEXES

of young men, defense planners have given increased thought to expanding the role of women in the military. Therefore, a survey was conducted to gauge the interest of women and men in joining the military under present conditions and under three alternative options involving greater utilization of women. These options relate to the expansion of the role of women in terms of both the physical location (ships, aircraft, combat zones) and non-traditional job classifications (mechanics, electronics) where they are likely to serve. Findings are presented regarding the percentage of women and men interested in joining the military currently and under each alternative. The composition of the pool of interested women is also analyzed in terms of its demographic and attitudinal components.

Boyd, H. Alton; Dufilho, L. Paul; Hungerland, Jacklyn E.; Taylor, John E. "Performance of First-Tour WAC Enlisted Women: Data Base For The Performance Orientation Of Women's Basic Training." DTIC AD-A016 189 August 1975. 149p.

The report summarizes data on duties, activities, and attitudes of a representative worldwide sample of 1,573 First-tour enlisted women (EW) as reported by themselves and a representative sample of 156 of their supervisors. Data was gathered by questionnaire from first-tour EW, and by both questionnaire and interview from supervisors. The report describes the introduction of performance-oriented instructional procedures into Women's Basic Training (TB) at Fort McClellan, and the revision of Army Training Program 21-121 to incorporate the philosophy and principles of performance-oriented training.

Campbell, Joel T. and Erwin K. Taylor. "The Integration Of WAC Personnel Into The Regular Army." DTIC AD-499 742. August 1949. 5p.

The Adjutant General was directed to take necessary action to develop procedures for integration of WAC Personnel into the Regular Army. This directive required that procedures be established for WAC Commissioned Personnel, WAC Warrant Officers, and WAC Enlisted Personnel. The current study implements procedures described in a previous study, PR 4080. Since the nature of the populations involved required completely separate instruments and analysis, instruments for WAC officers and for WAC enlisted personnel will be reported separately. As the integration of WAC Warrant Officers followed more closely the program for the integration of Male Warrant Officers, no reference is made in this report to the integration of WAC Warrant Officers.

Capps, Thomas E. "Research Study." DTIC AD-B019 584L. Mar 1977. 95p.

The United States Air Force is increasing the number of women assigned to non-combatant career fields. Physical demands of certain work specialties can exceed the work capacity of female personnel. By comparing the physical demands of existing jobs with known physical capacities, the percentage of American women capable of performing selected tasks can be determined. A significant portion of the female population is not able to perform the tasks evaluation in this study. As a result, screening procedures are needed to ensure workers are physically qualified for jobs before being assigned to them.

## DIFFERENCES BETWEEN THE SEXES

Castle, Michael John. "Women (And Men) In The U. S. Army: A Study In Optimal Utilization." DTIC AD-A036 178. December 1976. 147p.

Optimal utilization of all available resources is the ultimate goal of any nation's armed forces. This study examines the impact that the All-Volunteer Forces, the declining supply of 18 year-old males and legal and political pressures have had on the need for women in the U. S. Army. One major restriction to optimum utilization is the definition of combat. Numerical models employed to determine force structure consistent with the present restrictions and a current study to determine optimum unit female/ male mix are discussed. The attitudes at all the levels of command are the overwhelming influences on optimal utilization and these are examined along with the physiological and psychological nature of women and the effect of stereotyping.

Cheney, Capt Susan P. "Women Where." AIR DEFENSE MAGAZINE. January-March 1979. pp.15-17.

"Combat Support Related MOS's Open To Women." MARINE CORPS GAZETTE. March 1975. 59p.

Cook, Ralph J. Jr. THE COMBAT ROLE OF WOMEN IN THE U.S. ARMY. Industrial College of the Armed Forces. 1973.

Coxe, Betsy. "Women In The Military." DTIC AD-A018 752. November 1975. 65p.

The bibliography offers a careful selection from the holdings of the Air Force Academy Library in response to a groundswell of interest in the presence of women in the military profession, particularly their entrance into the military academies scheduled for the summer of 1976. Citations were chosen to reflect the historical development of women's roles and contributions in a traditionally male career field and to represent present day practices and problems.

Coye, Beth F. and Others. "Is There Room For Women In Navy Management: An Attitudinal Survey." NAVAL WAR COLLEGE REVIEW. January-February 1973. pp. 69-87.

Davidson, Caroline. "U.S. Armed Forces To Use Womanpower." THE AIR FORCE TIMES. July 21, 1978. p.8, col. 1.

Dickerson, Vera J. THE ROLE OF WOMEN IN THE DEFENSE FORCE OF ISRAEL. Army War College. 1974.

Dinsmore, John C. "Woman As Cadets: An Analysis of The Issue." DTIC AD-920 558L. May 1974. 82p.

With its growing influence and power, the women's movement is directing pressure on the Air Force to permit women to attend the Air Force Academy. This study traces the history of the women's movement in America and examines the specific avenues by which the present Air Force policy against admitting women to the Academy could be abrogated.

## DIFFERENCES BETWEEN THE SEXES

Consideration is given to the sociological basis of "female inequality" and the associated complexities of transitioning to a coeducational institution. Air Force policy and planning for the eventual admission of female cadets is reviewed and found satisfactory; however, there are some actions which should be undertaken soon in order to prevent potential hardships and embarrassment.

DIRECTORY FOR REACHING MINORITY AND WOMEN'S GROUPS. Gale Research Co. 1981.

Dougherty, Russell C. "Utilization Of Air Force Women." TIG BRIEF. March 26, 1976. 2p.

Dughi, Nancy. "Assertiveness Training For The Military Woman?" AIR UNIVERSITY REVIEW. January-February 1978. pp. 52-55.

This paper concentrates on the need of the Air Force to improve women's self-image. To foster self-assertiveness by teaching women recruits about something as seemingly inconsequential as hair-style, where a change would enable them to be as confident as young males. According to the author, aggressiveness is essential in combat.

Durning, Kathleen P. and Sandra J. Mumford. "Differential Perceptions Of Organizational Climate Held By Navy Enlisted Women And Men." DTIC AD-A029 765 August 1976. 46p.

Using data obtained from the Navy Human Resource Management (HRM) Survey, this study addresses the interaction of sex and pay grade on organizational climate dimensions for 24,033 nonrated and rated shore personnel. Results show that women have an initial tendency to respond optimistically on the HRM Survey. However, as they advance to petty officer levels, women become disproportionately disillusioned on certain dimensions. This is consistently true in the area of attitudes toward peers. With increases in pay grade, women appear to feel less a part of the work group team, whereas the opposite trends is true for men. Results are discussed in terms of the solo woman in work groups, expectations women may have built up during recruitment and basic training, role conflict, and possible "fear of success" in competitive situations as women advance in their careers.

Droddy, Jesse. "Women In The Military--A Brief History." EDUCATION JOURNAL. Spring 1978. pp. 35-35.

Fatkin-Torsani, Linda and Gerald A. Hudgens. HUMAN PERFORMANCE: WOMEN IN NONTRADITIONAL OCCUPATIONS AND THE INFLUENCE OF THE MENSTRUAL CYCLE. (A SELECTED BIBLIOGRAPHY). U. S. Army Human Engineering Laboratory. Aberdeen Proving Ground, Maryland. February 1980.

Feld, M.D. "Arms And The Woman: Some General Considerations." ARMED FORCES AND SOCIETY. Summer 1978. pp. 557-568.

The author states that given the opportunity of being equal to men in terms of a civic and social status, women could also be equal to men in combat.

## DIFFERENCES BETWEEN THE SEXES

"Female Pilot: Women Will Fly Combat Jets." CURRENT NEWS. August 26 1977. Part 2. p.4.

Fidell, Linda S., comp. WOMEN IN THE PROFESSIONS: WHAT'S ALL THE FUSS ABOUT? Sage. 1971.

Fox, Eugene A. Alexander, Franklin D.; Kelly, Jacquelin J.; Kleb, George P.; Lotz, Reinhard M. "The Women In The Army Study Group." DTIC AD-A036 490. December 1976. 325p.

The Women in the Army Study Group was established as an ad hoc group to revalidate the Army's program for women. This report reviews current and planned policy on the utilization of women in the Army. In this regard eleven distinct areas are discussed in separate chapters with conclusions and recommendations provided concerning each.

Funderburk, Raymond E. "An Earned Right To 'Swing Sledgehammers': Training Women Soldiers." ARMY. April 1976. p.10-11.

Funderburk gives advice to commanders on how to train women soldiers. The women asked not to be given preferential treatment. "All fatigues must be alike except for the wearing of white bras" is just one example given to promote equality of the sexes.

"The Future Of Military Womanpower." AIR FORCE POLICY LETTER FOR COMMANDERS: SUPPLEMENT. April 1973. pp. 15-21.

Gates, Ed. "Widening Horizons For Air Force Women." AIR FORCE MAGAZINE. January 1978. pp. 32-36.

Gates describes the gains that Air Force women are making as compared to other defense departments. The recruiting efforts for Air Force women are remarkably greater than other branches of the Armed Forces. Gates states that one argument against placing women in non-traditional roles is that a study by the Air Force staffers found women to have lower aptitudes than men in mechanical and electronic areas. This skill is one of the Air Force's greatest requirements.

Gatsis, Andrew. "Hard Facts About Women In Combat." CONGRESSIONAL RECORD. June 22, 1977. S. 3995-E. 3996.

Gilder, George. "The Case Against Women In Combat." NEW YORK TIMES MAGAZINE. January 28, 1979. pp. 29-31.

Goldman, Nancy L. "Women In NATO Armed Forces." MILITARY REVIEW. October 1974. pp. 72-82.

Goldman compares the life of women in the military of the Western European NATO nations to the women military personnel in the United States. She concludes that the United States and Great Britain have more women in career fields than other countries. Goldman assesses that women may continue to be barred from combat, but may also occupy other military roles.

## DIFFERENCES BETWEEN THE SEXES

Gordon, Kathryn A. "A Larger Role For Women Marines." MARINE CORPS GAZETTE. November 1977. pp. 87-88.

How can the Marine Corps provide maximum utilization of women in the corps? Kathryn Gordon suggests that the Marine Corps could adapt policies to expand the role of women and she offers methods of doing such.

Guidry, Wernon A., Jr. and Toni House. "Consolation: Navy May Liberalize Women's Sea Duty." CURRENT NEWS. March 3, 1977. Part 1. p.7.

Hicks, Jack M. "Women In The Army." ARMED FORCES AND SOCIETY. Summer 1978. pp. 647-657.

A survey was conducted by the use of questionnaires in order to determine how effective women would be in combat. As a result, it was decided that enlisted men believe women can make considerable contributions to the Army. However, most women agreed with most men that women should be prohibited from actual fighting.

Hoffman, Fred S. "391 Women To Report For Duty At Sea." CURRENT NEWS. August 14, 1978. Part 1. p.3.

Holm, Jeanne M. "Employment Of Women-A Management Problem. AIR FORCE POLICY LETTER FOR COMMANDERS; SUPPLEMENT. July 1974. pp. 12-19.

Huck, Susan L.M. "The Proposal To Let Them Shoot Women." AMERICAN OPINION. April 1978. pp. 21-25.

The use of women in combat.

Hudgens, Gerald A. and Linda L. Fatkin-Torsani. HUMAN PERFORMANCE: PSYCHOLOGICAL AND PHYSIOLOGICAL SEX DIFFERENCES. (A SELECTED BIBLIOGRAPHY). U. S. Army Human Engineering Laboratory. Aberdeen Proving Ground, Maryland. February 1980.

Johnson, Jesse J. BLACK WOMEN IN THE ARMED FORCES, 1942-1974. (a Pictorial History). J. J. Johnson. Hampton, VA. 1974.

Kandell, Jonathan. "Women In Uniform Face Combat Role." CURRENT NEWS. September 19, 1977. Part 1. p. 2.

Kane, John E. "From Pariah To Professional." DEFENSE MANAGEMENT JOURNAL. January 1978. pp. 3-9.

A managerial paper on how Navy women physically adapted to conditions previously experienced by men. The paper concludes that women must be prepared physically and psychologically to enter into "male dominated environments."

Keeley, John B. ed. THE ALL-VOLUNTEER FORCE AND AMERICAN SOCIETY. University of Virginia. 1978.

An essay on the importance of women in the military. "If combat

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laws are not changed, what are women training for?"

Laffin, John. WOMEN IN BATTLE. Abelard-Schuman. 1967.

Lee, Barbara J. "What Do Women Really Want?" MARINE CORPS GAZETTE. October 1974. pp. 50-51.

Lee surmises that women should evaluate their career goals and desires before stepping into managerial positions of the Armed Forces.

Levens, Suanne K. and Deborah Meyer. "Navy Women In Combat: Who Needs Them?" ARMED FORCES JOURNAL INTERNATIONAL. April 1980. pp. 26-28.

"Physical strength and endurance of female in comparisons to male is no comparison: women are too weak." This is just one of the arguments presented by men in opposition to Naval women in combat. Levens explores all arguments against Navy women in combat.

Lewis, Richard C. "Women In Air Defense Artillery." AIR DEFENSE MAGAZINE. January-March 1979. pp. 14+.

McCombs, Phil. "Women See Combat Roles As Key Step To Equality." WASHINGTON POST. December 23, 1976. pp. A-1-A-9.

This article examines cadet attitudes of women in combat. Pros and cons argued on this point in depth. One male officer reasoned that it is ultimately dangerous for women to be captured and held as POW's. A female cadet maintains that "all of the knowledge about ships women have learned are sic not going to be used." Male cadets have mixed emotions. "If touching a female in basic training poses problems, think what would happen in combat."

McDonald, Lawrence P. "Save Our Women From Military Combat." AMERICAN OPINION. September 1975. pp. 19-20.

McKnight, James G. "Women In The Army: Experiences Of A Battalion Commander." PARAMETERS. June 1979.

This article addresses growing concern on how well women can adapt to combat duty. McKnight based his evidence on actual experiences he has had as commander. He concludes that women were highly capable to adapt to field conditions. The time lost by pregnant women was not excessive in comparison to time lost by men for their reasons. Female officers and non-commissioned officers were encouraged to insure female soldiers were aware of birth control. Physical strength of women is a problem for combat readiness.

Mann, JoAnn. "Women: Moving Up." SOLDIERS. August 1975. pp. 11-15.

A discussion papers on the studies women have taken in working for the Army both as military and civilian. However, enlisted females offer frank discussion on the liberties that their civilian counterparts have.

## DIFFERENCES BETWEEN THE SEXES

"A civilian mother can just call in if her child is sick. We can't do that, or we shouldn't."

Marshall, Alice C. "Women In The Navy." COMMANDERS DIGEST. July 10, 1975. pp. 8-11.

"The Modern Military Woman: A Profile." MILITARY CHAPLAINS' REVIEW. Summer 1975. pp. 45-52.

Mathews, John J.; Cobb, Bart B.; Collins, William E. "Attitudes On En Route Air Traffic Control Training And Work: A Comparison Of Recruits Initially Trained At The FAA Academy And Recruits Initially Trained At Assigned Centers." DTIC AD-A0143 343. May 1975 p. 39.

In this comparison, questionnaires concerning aspects of training-related attitudes were sent to 225 ATC trainees who represented groups of attritions and retentions in two En Route training programs that provide basic training at the trainees' assigned facilities. Data from both groups generally support previous findings regarding sources of differences in work attitudes between sexes and between attrition-retention groups. The most frequent recommendations for change involved facility training and facility instructors; modifications in the pace of training were also recommended frequently.

Owen, Charles. "The Future Of Women In The Armed Services." RUSI JOURNAL FOR DEFENSE STUDIES. March 1978. pp. 3-14.

Power, James R. DRAVE WOMEN AND THEIR WARTIME DECORATIONS. Vantage. 1959.

Proxmire, William and John K. Singlaub. "Should Women Be Used in Military Combat? Pro & Con." AMERICAN LEGION. September 1978.

Quester, George H. "Women In Combat." INTERNATIONAL SECURITY. Spring 1977. pp. 80-91.

Reichert, Paulette. "Women At Sea: A Sinking Ship." DTIC AD-A035 845. Master thesis. December 1976. 95p.

Women represent the majority of the population in the United States today. In many major institutions, including the Navy, acceptance of women's talents and contributions is limited--they represent an under utilized resource. In 4 years, personnel shortages will be realized by U.S. military establishments. The manpower pool will no longer provide enough physically and mentally eligible men to accomplish its mission. This thesis examines proposals concerning the utilization of manpower: (1) continuing to utilize women in traditional support roles, (2) decreasing participation of women, and (3) expanding women's roles to include sea/combat duty. Because of the continuing problems of recruiting, retention and reenlistment of men, the author concludes that women must be utilized in all aspects of the Navy and not restricted from sea/combat duty.

DIFFERENCES BETWEEN THE SEXES

"The Restricted Unrestricted Line Officers: The Status Of The Navy's Women Line Officers." NAVY AND MARINE REVIEW. March 1972. pp. 62-64.

Schwank, Jack C. and Spence, Jonathan M.; Hansiv, Mickey B.; Winey, John L.; Leathers, John. "Annual Symposium, Psychology In The Air Force." 1976. 1 April to April 1976. DTIC AF-001 206. June 1976. 1976.

These symposium, symposium, and panels presented dealing with a wide range of problems and research in all military establishments of the U.S. Personnel, Women, Training, Human Factors Engineering, Organizational Development, Evaluation, Leadership, Attrition and Stress.

Schon, Fred. "The Status of Females in the Enlisted Female." DTIC AF-001 206. June 1976. 1976.

The objective of this study was to determine if the increased use of enlisted females in the Air Force is cost effective. A review of the history and present use of women in military organizations was conducted. The elements of the enlisted females and benefits for, and of, enlisted women were investigated. The effects of women in the military unit were studied. A cost comparison of enlisted males and females was made in terms of recruitment, accession, training, uniform, housing, food, medical, dental, retirement, and unit productivity. Women were found to be slightly more costly than men.

Tarrlin, James Arthur. "WOMEN IN THE MILITARY: A DISCUSSION OF UTILIZATION." U.S. Navy Postgraduate School. 1974.

Thomas, Patricia L. "Why Women Enlist: The Navy As An Occupational Choice." DTIC AF-001 206. March 1977. 30p.

Women and men enlisting in the Navy today are making a similar occupational choice now that most of the barriers to equal opportunity have been lifted. But there is a popularly held belief, and some evidence for this belief, that the motives for joining and work values of female and male enlistees differ. Using an experimental questionnaire, this study assessed the background, motivation for enlistment, and occupational values of recruits of each sex. The results indicated that women and men entering the Navy have different backgrounds but enlist for the same reasons; i.e., to make something of their lives, to acquire education and training, and to travel. The sexes differed, however, on two-thirds of the occupational value items. Men were more interested in getting ahead in life and women placed a higher value on a clean, cheerful environment and in helping others.

Thomas, Patricia L. "Women In The Military: The History Of A Disposable Resource." NAVY AND MARINE REVIEW. Summer 1976. pp. 623-648.

A historical view of women's military corps in the Canada, U. S. Great Britain and France. The author discusses attitudes toward women in combat.



## DIFFERENCES BETWEEN THE SEXES

"Use Of Women In The Military." Background Study. DTIC AD-A047 118. May 1977. 106p.

An analysis of military manpower utilization was undertaken to gather and analyze data on the use of enlisted women serving on active duty in the military. The following are among the study's findings: The number of enlisted women on active duty more than tripled from 1971 through 1976; Active duty women are being promoted the same as, or at a higher rates than men in all occupations open to women. Women on active duty are retained at about the same overall rates as men, although they have higher loss rates in non-traditional occupations; The Services have made significant progress in expanding the use of women in non-traditional skills; and although the Navy, Air Force and Marine Corps are planning significant increases in the number of enlisted women on active duty in the 1978 to 1982 period, the Army's current plan calls for no growth in enlisted women after 1979.

Webster, Evelyn G. and Richard Booth. "Success And Failure Among Male And Female Navy Paramedical Specialities." DTIC AD-A022 524. 1976. 11p.

A comparison of the sexes in Navy Hospital Corpsman (HW) and Dental Technician (DT) rate groups showed that the quality of input to these Navy paramedical specialities as measured by background, aptitude, and personality variables is very much the same for men and women. In addition, the proportion of women completing training in both schools is the same as that for men. The proportion of women who completed training and were still in the Navy at the end of one year was the same as it was for men in both rate groups. The results are contrary to those of earlier Navy studies which showed higher discharge rates and lower reenlistment rates for women than for men. It is suggested that the results may present changes in values, roles, and expectations for the sexes, and changes in Navy policies for women.

Werrel, Kenneth. "Should Women Be Permitted In Combat? Yes." AIR UNIVERSITY REVIEW. July-August 1977. pp. 64-68.

The author argues the point that women should be permitted to train for all aspects of combat. Such actions would allow women to become efficient in services to the maximum extent.

Wilbourn, James M.; Vitola, Bert M.; Leisey, Sandra A. "Trends In Training Performance: 1972-1974." DTIC AD-A034 842. December 1976. 28p.

This research reports the aptitudinal and background characteristics of nonprior service enlistees who graduated were eliminated from basic military and technical training from 1972 through 1974. Comparative analyses were made by racial subgroup, sex, educational level, region of enlistment, aptitude scores, and type of assignment. It was found that the number of blacks enlisting exceeded their proportion in the population as a whole. Elimination rates have generally decreased in basic military training (BMT) over the years, but have steadily increased in technical training (TT), especially for the total female and black population.

## ELIMINATION OF WOMEN FROM SERVICE

In some instances eliminees had higher aptitude mean scores than graduates. It was found that college graduates have higher elimination rates than non-college graduates (in PM).

Wickert, William J. and Albert L. Cox. "Research on the Feasibility of Armed Forces Orientation to Engineering Careers." DTIC AF-AD-69-067, January 1970, 101.

This study was concerned with attempts to evaluate the usefulness of an engineering orientation experience for selected high school students in influencing their career commitments. The emphasis was placed on male and female students who had completed their sophomore or junior year in high school and who had done well in mathematics and science courses. Results showed that the program was influential since there was a decided change towards study in engineering. Increase of 80 percent after the completion of the program.

"Women in The Army Reserve Personnel." DTIC AF-AD-70-001, July 1, 1970, 202.

The women in the Army Reserve Personnel Review was sponsored by the Deputy Assistant Secretary of the Army for Reserve Affairs and conducted by the Chief of the Army Chief of Staff for Personnel (OASPEA). This report reviews Army programs and policies as they apply to women in the Reserve Component. In this regard, twenty-seven areas are discussed in terms of changes with conclusions and recommendations provided concerning each when appropriate.

"Women in The Marine Corps." COMBATERS DIGEST, July 10, 1975, pp. 10-12.

"Women's Role Questioned." SENTINEL, Fort McPherson, March 27, 1964, pp. 1-2.

Are women ready for combat situations? The author congratulates women on having moved in non-traditional jobs. However, he comments that the fact that the U. S. Army does not think that women should be assigned to combat areas and further claims that the physical ability of women to perform such tasks under combat is risky. Women present a problem in terms of having pregnancy and afterwards female soldiers are unable to perform their duties. Therefore other soldiers must do combat duties and this could not jeopardize the Army's ability to fight.

Vaughn, William J. "Women in Combat and War." Industrial Management, 1971, 13(1), 1-2.

## DIFFERENCES BETWEEN THE SEXES

### MICROFICHE

ACTIVE FORCE MILITARY MANPOWER STRENGTH ASSESSMENT AND RECRUITING RESULTS. Office of Assistant Secretary of Defense. 1976. 15p.

Tables showing numbers of women and blacks enlisted for FY 76 FY 77.

BIOSTATISTICS OF THE USAF MEDICAL SERVICES, 1973. Office of the Surgeon General, USAF. 1973. 103p.

Information and statistics on medical services in the USAF primarily concerned with excusal from duty. Special topic on AF women incidents of excusal from duty and duration of illness.

DEFENSE MANPOWER COMMISSION STAFF STUDIES AND SUPPORTING PAPERS. Defense Manpower Commission. 1976. 1400p.

Papers presented on different topics concerning the military. Volume IV concerns developing and shaping the future military career force with a report on minorities (and women) participation in the DOD.

EQUAL OPPORTUNITY: THIRD ANNUAL ASSESSMENT OF PROGRAMS. Department of the Army. 1979.

A summary of equal opportunity posture of the Army for 1978 with a section of minorities and women in the Army.

MANPOWER REQUIREMENTS REPORT FOR FY 79. Department of Defense. 1978.

Deals with women in the military; statistics.

MANPOWER REQUIREMENTS REPORT FOR FY 80. Office of the Assistant Secretary of Defense. 1979.

Contains Department of Defense manpower requests for active military selected reserve and civilian strengths in FY 1980. Special analysis addresses women in the military. (Chapter XV).

## DIFFERENCES BETWEEN THE SEXES

MANPOWER REQUIREMENTS REPORT FOR FY 80. Department of Defense.  
1977. 294p.

Chapter XVI includes statistics of women in the military, discusses career opportunities and equality of women in the military.

MILITARY MANPOWER STRENGTHS AND RECRUITING. Department of Defense  
1977. 38p.

Statistics of military strength and the military objectives.  
Includes figures on women in the military.

MILITARY MANPOWER STRENGTH ASSESSMENT AND ACTIVE FORCE RECRUITING  
RESULTS. Office of the Assistant Secretary of Defense. 1979.

Includes tables of military manpower with High School graduates, minorities reserve strengths, non-prior service, etc.

RESERVE FORCES MANPOWER CHARTS. Office, Deputy Assistant Secretary  
of Defense (Reserve Affairs). 1976. 280p.

Data contained in charts for 1976 based on reserve components personnel.

THE STATE OF CIVIL RIGHTS, 1976. U. S. Commission on Civil Rights.  
1977. 44p.

Report by the Commission of Civil Rights concerning Public Law 85-315 with regard to minorities and women. Includes statements on women in the military.

SELECTED MANPOWER STATISTICS. Department of Defense. 1979.

Tables of female military personnel statistics.

SELECTED MANPOWER STATISTICS. Department of Defense. 1977. 114p.

Statistics for active duty military personnel and civilian personnel. Information included on women military personnel.

WOMEN CONTENT IN UNITS FORCE DEVELOPMENT TEST (WAX WAC). US Army  
Research Institute for the Behavioral and Social Science.  
1977.

Paper assess the effects of varying the percentages of female soldiers assigned to representative types of TOE Units on the capability of a unit to perform its TOE mission under field conditions.

## IMPROPER SEXUAL TREATMENT

### RAPE

#### PRINTED MATERIALS

Brownmiller, Susan. *AGAINST OUR WILL*. Simon & Schuster. 1975.

Susan Brownmiller explores all aspects of rape; homosexual rape to rape in the World Wars. Brownmiller studies rape as a question of why one rapes. A modern classic on the subject.

"Crime: How Not To Be A Victim." *GOOD HOUSEKEEPING*. September 1980. p. 247.

Field, Hubert and Nona J. Barnett. "Forcible Rape: An Updated Bibliography." *JOURNAL OF CRIMINAL LAW & CRIMINOLOGY*. 1977. pp. 146-159.

Hoggard, Margery J. "An Initial Response To Rape Prevention And Control." *HEALTH & SOCIAL WORK*. November 1978. pp. 173-181.

In response to a 1977 mandate from the federal government, a South Carolina mental health center held workshops on the prevention and control of rape. Community response to the program is described, and recommendations based on discussion and questionnaire findings are presented.

Jenkins, Joseph. "Rape A Man's Problem." *DEFENSE*, 81. March 1981. pp. 22-24.

Jenkins dispells many myths surrounding rape so that men may have a better perception of this crime. A typical rapist is deranged and starved for sex. This is just one of the myths that Jenkins disputes. A rapist can be manly and have regular consensual sex relations. The rape-orientation programs should be geared to include men. This will counter myths and stereotypes which compound the problem of rape prevention.

IMPROPER SEXUAL TREATMENT - Rape

Krulowitz, Judith E. and Elaine J. Payne. "Attributions About Rape: Effects Of Rapist Force, Observer Sex And Sex Role Attitudes." JOURNAL OF APPLIED SOCIAL PSYCHOLOGY. October-December, 1978. pp. 291-305.

Mann, Jo Ann. "Rape." SOLIDERS. February, 1976. pp. 6-10.

National Center For The Prevention And Control of Rape. RESOURCE MATERIALS ON SEXUAL ASSAULT. National Rape Information Clearinghouse.

National Center For The Prevention And Control Of Rape. REGIONAL DIRECTORY: RAPE PREVENTION AND TREATMENT RESOURCES. National Rape Information Clearinghouse.

A five region directory designed to assist agencies and the general public in rape prevention activities.

"Oklahoma Soldier Arrested For Rape, Shot By Victim." CBS NEWS. April 1, 1977. p. 19. (Morning News).

Rabkin, Judith G. "The Epidemiology Of Forcible Rape." AMERICAN JOURNAL OF ORTHOPSYCHIATRY. October, 1979. pp. 634-647.

Considers problems of measurement of the incidence of rape and summarizes empirical findings regarding prevalence, demographic and psychiatric characteristics of offenders, spatial and temporal distribution of offenses, victim-offender relationships, and evidence about recidivism and progression of crimes.

"Rape, A Report." AIR FORCE TIMES SUPPLEMENT. January 26, 1976. pp. 4-8.

"Rape Prevention: What You Can Do." LADIES HOME JOURNAL. July, 1980. p. 74.

Rhodes, Richard. "Why Do Men Rape." PLAYBOY. April, 1981. pp. 112-230.

Riger, Stephanie and Margaret Gordon. "The Structure Of Rape Prevention Beliefs." PERSONALITY & SOCIAL PSYCHOLOGY BULLETIN. April, 1979. pp. 186-190.

Factor analyses of the responses of random samples of 1,600 men and women from three cities indicate the presence of two relatively independent dimensions of rape prevention attitudes: (a) beliefs about measures calling for restrictions in women's behavior and (b) beliefs about measures involving changes in the environment or assertive actions by women.

## IMPROPER SEXUAL TREATMENT - Rape

Sanford, Linda T and Ann Fetter. "Defending Yourself Against Rape."  
COSMOPOLITAN. February 1981. pp. 106-109.

"Self Defense Planned For Women Nixed." AIR FORCE TIMES. July 23,  
1975. p. 2.

Shainess, Natalie. "Vulnerability To Violence: Masochism As Process."  
AMERICAN JOURNAL OF PSYCHOTHERAPY. April 1979. pp. 174-189.

Notes that the recent growth of violence toward women, including rape, assault, wife-battering, and marital rape, has raised questions of whether any personality trait or psychological difficulty furthers their vulnerability.

Weis, Kurt and Sandra Borges. "Victimology And Rape: The Case Of  
The Legitimate Victim." ISSUES IN CRIMINOLOGY. Fall 1973.  
pp. 71-115.

Whitcomb, Debra, et. al. AN EXEMPLARY PROJECT: STOP RAPE CRISIS  
CENTER BATON ROUGE, LOUISIANA. U. S. Department Of Justice Law  
Enforcement Assistance Administration. October 1979.

Witherspoon, Roger. "Violated She Has To Direct Fury Somewhere."  
ATLANTA CONSTITUTION. Thursday, April 9, 1981. pp. 4C, Col. 1  
& 15C, Col. 3.

## CASSETTE

LEGALIZATION OF RAPE. Center For Cassette Study. 1974.

## IMPROPER SEXUAL TREATMENT

### SEXUAL HARASSMENT

#### PRINTED MATERIALS

Adams, Linda. EFFECTIVENESS TRAINING FOR WOMEN. Simon & Schuster, Inc. 1979.

One of the best on the market dealing with skills in effective communication. Provides a strong model for assertiveness and conflict resolution.

"Abusing Sex At The Office." NEWSWEEK. March 10, 1980. pp. 81-82.

"Army Women Complain About Sexual Harassment." CBS NEWS. February 11, 1980. p. 13. (Evening News).

"Army Woman Jailed For Harassing Male Soldier." CBS NEWS. April 8, 1980. p. 2. (Mid-Morning News).

"Atkinson, Joseph D. and Dianne R. Layden. "A Federal Response To Sexual Harassment: Policymaking At Johnson Space Center, NASA." Johnson Space Center (NASA). May 1980.

Avedon, Burt. AH, MEN! A & W Publishers, Inc. 1980.

Backhouse, Constance, et. al. "Fighting Sexual Harassment: An Advocacy Handbook." ALLIANCE AGAINST SEXUAL COERCION. 1979.

Bernard, Jessie. THE SEX GAME. Atheneum. 1972.



IMPROPER SEXUAL TREATMENT - Sexual Harassment

Blades, Jon W. "Sexual Harassment: What It Is And What To Do."  
COMMANDERS CALL. February-March 1981.

Excellent guide for unit sexual harassment programs, classes, and unit schools. Provides Army definition of sexual harassment.

Bularzik, Mary. "Sexual Harassment At The Workplace: Historical Notes." ALLIANCE AGAINST SEXUAL COERCION. No Date.

Driscoll, Jeanne B. "Sexual Attraction And Harassment: Management's New Problems." PERSONNEL JOURNAL. January 1981.  
pp. 33-36.

Eason, Yla. "When The Boss Wants Sex." ESSENCE MAGAZINE. March 1981.  
pp. 82. et. al.

Equal Employment Opportunity Commission. "Title 29-Labor, Chapter XIV-Part 1604-Guidelines On Discrimination Because Of Sex Under TITLE VII Of The Civil Rights Act Of 1964, As Amended Adoption Of Interim Interpretive Guidelines." April 1980.

Farley, Lin. SEXUAL SHAKEDOWN. McGraw-Hill. 1974.

Faucher, Mary D. and Kenneth J. McCulloch. "Sexual Harassment In The Workplace-What Should The Employer Do?" EEO TODAY.  
Spring 1978. pp. 38-46.

"Fighting Sexual Harassment: Update." ALLIANCE AGAINST SEXUAL COERCION. No Date.

Fleming, Joyce Dudley. "Shop Talk About Shop Sex." WORKING WOMAN.  
July 1979. pp. 31-34.

Friedan, Betty. THE FEMININE MYSTIQUE. W. W. Norton & Co. 1963.

Fuller, Mary M. SEXUAL HARASSMENT: HOW TO RECOGNIZE AND DEAL WITH IT. Eastport Litho. 1979.

A concise overall view of the subject to include principles for managers.

Harragan, Betty Lehan. GAMES MOTHER NEVER TAUGHT YOU. Warner Books. 1977.

"Hearing Probe Sexual Harassment Of Women In The Army." CBS NEWS.  
February 12, 1980. p. 20. (Morning News).

IMPROPER SEXUAL TREATMENT - Sexual Harassment

"House Subcommittee Looks At Problem Of Sexual Harassment Of Women." CBS NEWS. October 24, 1979. p. 18 (Morning News).

Janeway, Elizabeth. MAN'S WORLD, WOMAN'S PLACE: A STUDY IN SOCIAL MYTH. William Morrow & Co. 1971.

Korda, Michael. "Sexual Office Politics: A Guide For The Eighties." PLAYBOY. January 1981. pp. 156-282.

Kreps, Juanita. SEX IN THE MARKETPLACE: AMERICAN WOMEN AT WORK. Johns Hopkins University Press. 1971.

Ledgerwood, Donna E. and Sue Johnson-Dietz. "The EEOC'S FORAY Into Sexual Harassment: Interpreting The New Guidelines For Employer Liability." LABOR LAW JOURNAL. December 1980. pp. 741-744.

Levinson, Daniel J. THE SEASONS OF A MAN'S LIFE. Ballantine. 1978.

Lindsey, Karen. "Sexual Harassment On The Job And How To Stop It." MS. MAGAZINE. November 1977. pp. 47-48.

Mackinnon, Catherine A. SEXUAL HARASSMENT OF WORKING WOMEN: A CASE DISCRIMINATION. Yale University Press. 1979.

Marcus, Ruth. "Sex Harassment Plaintiffs Needn't Show Economic Harm, Appeals Court Rules." NATIONAL LAW JOURNAL. January 26, 1981.

Neugarten, Dail A. and Jay M. Shafritz. SEXUALITY IN ORGANIZATIONS: ROMANTIC AND COERCIVE BEHAVIORS AT WORK. Moore Publishings. 1979.

Chapters 9, 10, and 11 deal with actions by management, action plans, definition and policy statements. Chapters 9, 10, and 11 are highly informative and applicable to the military and to the DAC'S. An excellent overall view of sexual harassment to include history, laws, etc.

Pogrebin, Letty Cottin. "Sex Harassment." LADIES HOME JOURNAL. June 1977. pp. 27-28.

Renick, James C. "Sexual Harassment At Work: Why It Happens, What To Do About It." PERSONNEL JOURNAL. August 1980. pp. 658-662.

The sexual harassment (SH) of women at work, ranging from verbal innuendos to rape, has only recently been brought to public awareness as a significant problem in business, industry, the military

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and universities. The causes of SH (e.g. stereotyped sex roles, the double standard, and the economic vulnerability of the working woman) are examined, and the problems--psychological, economic and physical--it creates are described. SH is sex discrimination because it singles women out for special treatment in a way that adversely affects their employment status, and as such is a violation of the Civil Rights Act of 1964.

Rivers, Caryle. "Sexual Harassment: The Executive's Alternative To Rape." MOTHER JONES. June 1978. pp. 21-29.

Safran, C. "What Men Do To Women On The Job: A Shocking Look At Sexual Harassment." REDBOOK MAGAZINE. November 1976. pp. 149. et. al.

"Sexual Harassment And The Law." ALLIANCE AGAINST SEXUAL COERCION. No Date.

"Sexual Harassment: A Hidden Issue." PROJECT ON THE STATUS OF WOMEN. Association Of American Colleges. No Date.

"Sexual Harassment In The Federal Government." Hearings Before The Subcommittee On The Investigations Of The Committee On Post Office And Civil Service, U. S. House Of Representatives, Ninety-1979. Serial No. 96-57. U. S. GOVERNMENT PRINTING OFFICE. 1980.

"Sexual Harassment Lands Companies In Court." BUSINESS WEEK. October 1, 1979. pp. 120-121.

"Sexual Harassment Policy." COMMANDING GENERAL. FORSCOM.

FORSCOM letter dated December 31, 1980. Paragraph 2 includes FORSCOM'S definition of sexual harassment.

Shapiro, Eileen. "Some Thoughts On Counseling Women Who Perceive Themselves To Be Victims Of Non-Actionable Sex Discrimination: A Survival Guide." LEADERSHIP AND AUTHORITY IN THE HEALTH PROFESSION. University Of California Press. 1977.

Sheehy, Gail. PASSAGES. E. P. Dutton. 1976.

Steinmann, Anne and David J. Fox. THE MALE DILEMMA: HOW TO SURVIVE THE SEXUAL REVOLUTION. Jason Aronson. 1974.

"Strategies For Change: Working Women And Sexual Harassment." ALLIANCE AGAINST SEXUAL COERCION. No Date.

SUMMARY OF FINDINGS ON SEXUAL HARASSMENT IN THE FEDERAL WORKPLACE. Merit Systems Protection Board. 1980.

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Thelicke, Helmut. THE ETHICS OF SEX. Harper & Row. 1964.

U. S. Office Of Personnel Management. "Memorandum To Heads Of Departments And Independent Agencies. Subject: Policy Statement And Definition Of Sexual Harassment." December 12, 1979.

Weisel, Kerri. "Title VII: Legal Protection Against Sexual Harassment." WASHINGTON LAW REVIEW. December 1977.

Wells, Theodora. KEEPING YOUR COOL UNDER FIRE: COMMUNICATING NON-DEFENSIVELY. McGraw-Hill. 1980.

"Why Men Harass (Men Who Harass)." ALLIANCE AGAINST SEXUAL COERCION. No Date.

## IMPROPER SEXUAL TREATMENT - Sexual Harassment

### WORKSHOPS/SEMINARS

#### "Effectiveness Training For Women." EFFECTIVENESS TRAINING, INC.

Aimed at female issues and providing effective coping skill training. Core training modules can be tailored to specific needs of participants. Emphasis on assertiveness; not aggressiveness. Effectively used on military installations with both male and female participants. Program readily adaptable to unique needs of each unit. Focuses on conflict resolution skill building. Certified trainers available throughout the U. S. Contact Effectiveness Training, Inc. 531 Stevens Avenue, Solana Beach, CA. 92075.

#### "Sex Equity Training." UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND.

Aimed at raising civilian female issue awareness; not specifically focused on sexual harassment. One module on sexual harassment issues alone. Sixteen hour training program.

#### "Sexual Harassment Workshops." ALLIANCE AGAINST SEXUAL COERCION.

#### "Sexual Harassment Workshop." COLUMBIA RESOURCE MANAGEMENT.

#### "Skills For Helping Awareness To Realize Equality (SHARE)." UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND.

An Equal Employment Opportunity Course in Sex Discrimination and Counseling with one training module on sexual harassment. Although primarily aims at the civilian workforce can be modified to Army Green at unit level. Forty hour training program.

#### "Workshop On Sexual Harassment, Participant's Manual And Trainer's Manual." SUPERVISORY AND COMMUNICATIONS TRAINING CENTER. U. S. Office Of Personnel Management. Undated.

Directed toward civilian workforce. No coping skill training. Aimed at raising awareness of sexual harassment issues. Eight hours workshop.

#### "Women Issues Workshops." HQ FORSCOM. CHAPLAIN.

Tailored to the needs of female soldiers.

IMPROPER SEXUAL TREATMENT - Sexual Harassment

AUDIO-VISUAL

PREVENTING SEXUAL HARASSMENT. BNA Communications, Inc. 1980.  
25 min. videotape.

WOMEN VS. THE SYSTEM OR THE GAMES MEN PLAY. ADL, Co. 1972.  
27 Incidents On 2 LP Records And Discussion Guide.

WORKPLACE HUSTLE. Clark Communications, Inc. Videotape.

Aimed primarily toward the civilian workforce, but under serious consideration for inclusion in the Army inventory. Comprehensive trainer guide, lesson plan, and handouts are included with the tape. All are adaptable to military use.

## IMPROPER SEXUAL TREATMENT

### SEXUAL DISCRIMINATION

#### PRINTED MATERIALS

"Army To End Discrimination By Sex, Race, Religion." CBS NEWS.  
July 14, 1975. p. 20. (Morning News).

Banta, Wanda T. "Yuk Yek! You've Come A Long Way, Baby!" NATIONAL  
GUARDSMAN. June 1976. pp. 2425.

Bartholomew, Charles W. "Personal Value Systems And Career Objective  
Of Men Vis A Vis Women Air Force Officers." Master's Thesis.  
DTIC AD-769 932. December 1973. 297p.

Basic objectives of this research were to compare the personal  
values and career objectives of Air Force women to Air Force men. The  
research used personal values questionnaire to establish which values  
and objectives were most likely to be translated into behavior. Women  
are found to take a more normative, less pragmatic approach to their  
jobs. "Conventional wisdom" that women do not seek careers or respon-  
sible jobs were refuted.

Beans, Harry C. "Sex Discrimination In The Military." MILITARY LAW  
REVIEW. Winter 1975. p. 19.

"Bias Against Army Women Found During Maneuvers." CURRENT NEWS. June  
28, 1978. Part 1. p. 4.

Brehm, William K. "Two Years With The All-Volunteer Force."  
COMMANDERS DIGEST. April 10, 1975. pp. 26.

Brownlie, Ian. BASIC DOCUMENTS ON HUMAN RIGHTS. Clarendon. 1971.

Butler, John S. and Rose M. Brewer. "The Promotion Of Enlisted  
Women In The Military: Research Notes." ARMED FORCES AND SOCIETY.  
Summer 1978. pp. 679-688.

A conclusive study on the promotion patterns between male

IMPROPER SEXUAL TREATMENT - Sexual Discrimination

and female enlistees beginning with 1947 to 1971. The paper determined that all pay grades in various occupations were similar with the exception of the Navy where pay grades for women is lower.

"Campaign '72: Women's Struggle For Larger Role." CONGRESSIONAL QUARTERLY WEEKLY REPORT. April 22, 1972. pp. 883-885.

Chayes, Antonia H. "Air Force Military Women." AIR FORCE POLICY LETTER FOR COMMANDERS: SUPPLEMENT NO. 10. October 1977. pp. 30-32.

Cimons, Marlene. "NOW Is Battling Army Regulations." EQUAL OPPORTUNITY CURRENT NEWS. November 6, 1975. p. 8.

Cowan, Dave. "Army Moves To Put Women On Equal Footing With Men." EQUAL OPPORTUNITY CURRENT NEWS. January 22, 1976. p. 5.

Cutler, Katie. "Women Language: A New Bend In The Double Bind." AIR UNIVERSITY REVIEW. July-August 1976. pp. 73-79.

This article examines the realistic view of women's language and explores strategies for eliminating the double bind from communication in a sexually integrated Air Force. "Women language" is derived from the use of adjectives, more descriptive rambling language. Little girls are taught to be ladylike. Little boys are taught to be rough, "emulating their fathers with the use of profanity." Once grown, women are faced with the situation of using language so as not to be labeled "Bitchy." Double bind comes in when women are damned if they use male language and damned if they use weak women's language. The author anticipates a need for linguists, sociologists and psychologists to work together in order to explain women's language and assert efforts to overcome the double bind.

Currier, William. "Sees Women GIs As 'Demotion' For Men." CURRENT NEWS. August 2, 1977. Part 2. pp. 3-4.

Davison, Kenneth M. SEX-BASED DISCRIMINATION: TEXT, CASES AND MATERIALS. West. 1974.

Dixon, Jack and David Morehouse. "Recent Personnel Litigation: An Empirical Look. AIR FORCE LAW REVIEW. Spring 1974. pp. 1-12.

This paper discusses litigations brought against the Air Force. Such cases involved Women's Rights Movements, due process, freedom of expression, and individual liberties. It is the author's purpose to review litigations which are prominent and may have an impact on Air Force decision-making process.



IMPROPER SEXUAL TREATMENT - Sexual Discrimination

Dorsen, Norman, ed. THE RIGHTS OF AMERICANS, WHAT THEY ARE-WHAT THEY SHOULD BE. Pantheon. 1971.

"Double Standard: Sex Discrimination In Civil Service Employment." NEW REPUBLIC. May 29, 1971. 12p.

Dubbert, Joel. A MAN'S PLACE: MASCULINITY IN TRANSITION. Prentice-Hall. 1979.

Offers insight into the role the male has assumed as leaders and how women are challenging those roles.

Durning, Kathleen P. "Women At The Naval Academy: The First Year Of Integration." DTIC AD-A052 878. February 1978. 42p.

The first year of integration of women midshipmen was studied at the U. S. Naval Academy. The degree of traditionalism of males of the Class of 1980 toward rights and roles of women in society was evaluated as a function of contact with female plebes. A small effect on the Attitudes Toward Women Scale was found after 5 months of integration, with men in mixed-sex platoons or squads expressing the most equalitarian attitudes. Irrespective of company assignment, the male plebes became more equalitarian by the end of the academic year. In general, these men were least equalitarian in areas that will affect them most closely as naval officers, as in their opinions about shipboard and other military roles for women.

"Economics Of Womanpower." FORBES. April 1, 1973. p. 56.

"Education Amendments Of 1972, Title IX: Prohibition Of Sex Discrimination." STATUTES AT LARGE 86, Sec. 901 (a) 373 (1972), U.S. CODE TITLE 20.

"ERA And The Military." COMMANDERS DIGEST. July 10, 1975. pp. 22-27.

"Finding The Right Career." ALL HANDS. April 1980. p. 16.

Fox, Eugene A. "The Women In The Army Study Group." DEPUTY CHIEF OF STAFF FOR PERSONNEL. December 1, 1976. 325p.

The Women in the Army Study Group was established as an ad hoc group to revalidate the Army's program for women. This report reviews current and planned policy on the utilization of women in the Army. In this regard eleven distinct areas are discussed in separate chapters with conclusions and recommendations provided concerning each.

Fuller, Carol H. "The Role Of Women In The Navy: A Study Of Attitudes And Scale Development." DTIC AD-780 410. June 1973. 107p.

The research represents an attempt to better understand negative

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and positive attitudes toward expanding the role of women in the Navy. The research includes two phases. In the first phases, reports of discrimination and of stereotyped, prejudicial attitudes were investigated. The relationship between these reports and characteristics such as race, sex, education, and career motivation was analyzed. In the second phase, an attempt was made to differentiate components of attitudes toward expanding the role of Navy women.

Goldberg, Herb. THE NEW MALE: FROM MACHO TO SENSITIVE BUT STILL ALL MALE. New American Library. 1977.

Goldman, Nancy. "The Changing Role Of Women In The Armed Forces." AMERICAN JOURNAL OF SOCIOLOGY. January 1973. pp. 892-911.

An examination of servicewomen's changing role in all male dominated Armed Forces. The author discusses the conscious need of the United States government to recognize and incorporate changes in the military.

Hanke, Janet. "Women, Women (Their Changing Role In The Army)." SOLDIERS. March 1978. pp. 6-12.

Harris, Brayton. "How Will We Man The Fleets?" U. S. NAVAL INSTITUTE PROCEEDINGS. May 1979. pp. 72-87.

Hoover, William. "The Disadvantaged Navy Women." U. S. NAVAL INSTITUTE PROCEEDINGS. July 1977. pp. 118-121.

A discussion by the author on mandate 10 U. S. C. Section 6015 which prohibits Naval women from duty on vessels other than transports and hospital ships.

Hunter, Edna. "Women In A Changing Military." U. S. NAVAL INSTITUTE PROCEEDINGS. July 1977. pp. 51-58.

The military's conservative policies toward female service people have created economic problems. Such problems include restrictions from combat; undefined ruling on pregnancy, and certain restrictions on female married servicewomen. A well designed research method composed of questions being asked is needed to solve the problems in the military.

Hoffman, Carl and John S. Reed. "Sex Discrimination? The XYZ Affair." PUBLIC INTEREST. Winter 1981. pp. 21-39.

"It's Her Bag." SOLDIERS. May 1973. pp. 41-47.

## IMPROPER SEXUAL TREATMENT-Sexual Discrimination

Jastrzemski, W. M. "Women's Liberation And The Service Academies."  
ARMED FORCES JOURNAL INTERNATIONAL. March 1974. p. 29.

Kennedy, R. W. "Navy, Blue & Blonde." U. S. NAVAL INSTITUTE  
PROCEEDINGS. August 1973. pp. 49-55.

McFarland, Alice J. "Differentiation Versus Discrimination."  
DTIC. AD-A042 874. June 1977. p. 189.

If women are expected to continue to volunteer to become WAC officers, they must be assured that they will be provided equal opportunity and treatment. This study examines attitudes of Army women toward differentiation between male and female officers in their career development which might result in institutional discrimination against WAC officers. The basic issues considered were: is there discrimination against WAC officers in the areas of promotions, assignment, training, schooling, and utilizations; and, if so how does it exist, why does it exist, and what action can be taken to eliminate it.

"Mandatory, Maternity Leave Of Absence Policies-An Equal Protection Analysis." TEMPLE LAW QUARTERLY. Winter 1972. pp. 246-257.

"Military Records Prove The World War II Women Pilots Are Entitled To Veterans' Benefits." CONGRESSIONAL RECORD. May 25, 1977.  
pp. 3672-8674.

"Military Women Are Not Liberated!" EQUAL OPPORTUNITY CURRENT NEWS.  
June 24, 1976. p. 13.

Moskos, Charles. "The All-Volunteer Force." WILSON QUARTERLY.  
Spring 1979. p. 141.

Moskos believes that in the all-volunteer Army, "women fill the gap," but the Army does not relate to the peculiar problems of women, such as pregnancy, sex fraternization, etc.

Narkoff, Helen S. "The Federal Women's Program." PUBLIC ADMINIS-  
TRATION REVIEW. March-April 1972. pp. 144-151.

The purpose of this paper is to list and discuss a representative sample of laws which discriminate on the basis of sex.

Quigley, Robin. "Women Aboard Ship: A Few Observations." SEA POWER.  
May 1977. pp. 16-18.

Captain Quigley writes that women should be able to serve at sea. It is her hope that controversy surrounding this issue be dismissed. Navy women who want to serve at sea should not be prohibited from doing so.

IMPROPER SEXUAL TREATMENT -Sexual Discrimination

Runl, Mary B. "Constitutional Law: Equal Protection-Sex, Discrimination, Selective Service Laws." WISCONSIN LAW REVIEW. 1976. pp. 330-351.

Rytina, Nancy F. "Occupational Segregation And Earnings Differences By Sex." MONTHLY LABOR REVIEW. January 1981. pp. 49-53.

Sangerman, Harry. "A Look At The Equal Pay Act In Practice." LABOR LAW JOURNAL. May 1971. pp. 259-265.

Savell, Joel. "A Study Of Male And Female Soldiers' Beliefs About The 'Appropriateness' Of Various Jobs For Women In The Army." JOURNAL OF RESEARCH. February 1979 pp. 41-50.

Examined in this study is the extent to which soldiers believe certain military jobs are "appropriate" for women and in particular, the extent to which these beliefs are related to respondent sex, rank, and expectation of leaving the Army before retirement.

"Sex Discrimination And Equal Protection: Do We Need A Constitutional Amendment?" HARVARD LAW REVIEW. April 1971 pp. 1499-1524.

Sinclair, Terry W. "Perceptions Of United States Coast Guard Women Concerning Their Intergration Into Active Service." DTIC AD-A050 274. December 1977. 101p.

A report on current perceptions of problems of women integrating into ranks of the U. S. Coast Guard as seen by those women and their male co-workers.

"Suit Says Draft Registration Is Sex Discrimination." CBS NEWS. July 1, 1980. p. 5. (Evening News).

"Symposium On Sex Discrimination And Local Government." URBAN LAWYER. 1973. pp. 305-375.

"There Must Be Unisex Limit." CURRENT NEWS WEEKEND EDITION. November 25-27, 1977. p. 13F.

"U. S. Armed Forces Upgrade Women's Role. " CBS NEWS. December 7, 1975. p. 9. (60 Minutes).

U. S. Congress House Committee On Armed Services. "Department Of Defense Appropriations For 1973, Part 6." Hearings, April 24-26, May 1-4, 8, 1972. 92d Congress 2d Session U. S. GOVERNMENT PRINTING OFFICE. 1972. pp. 170-197.

Outlines the Army policies with regard to women.

IMPROPER SEXUAL TREATMENT - Sexual Discrimination

- U. S. Congress House Committee On Education And Labor. "Discrimination Against Women, Parts 1 and 2." Hearings, June 17-July 31, 1970. 91st. Congress 2d Session. U. S. GOVERNMENT PRINTING OFFICE. 1970. 261p.
- U. S. Congress House Committee On The Judiciary. "Equal Rights For Men And Women." 1971. Hearings, April 1, 2, 5, 1971. 92d. Congress 1st Session. U. S. GOVERNMENT PRINTING OFFICE. 1971. 724p.
- U. S. Women's Bureau. Wage And Labor Standards Administration. "Laws On Sex Discrimination In Employment." U. S. GOVERNMENT PRINTING OFFICE. 1970. 20p.
- "Women In Army Jobs." SOLDIERS. July 1974. pp. 22-25.

## PREGNANCY

### PRINTED MATERIALS

Abbott, Steve. "Sex, More Than One Act." SOLDIERS. February, 1980. p. 27.

The Army does not provide Sex Education, but places emphasis on preventive medicine pertaining to pregnancy and venereal diseases. If the Army would incorporate sex education, provide counselors, therapeutics, then perhaps preventive medicine classes would become more effective.

"Air Force Academy Changes Rule On Pregnant Cadets." CBS NEWS. November 15, 1977. p.19. (Morning News).

"Army Study Recommends Discharge Of Pregnant Soldiers." CBS NEWS. May 12, 1978. p. 25. (Morning News).

Ashdown-Sharp, Patricia. A GUIDE TO PREGNANCY & PARENTHOOD FOR WOMEN ON THEIR OWN. Vintage Books. 1977.

A source guide covering topics of pregnancy and IB diagnosis, abortion, contraception, etc.

Branley, Bill. "Destroying Myths About Birth Control." SOLDIERS. November, 1980. pp. 44-46.

An analysis of the current method of birth controls used on the market.

"Congress May End Abortion In Military." CBS NEWS. October 3, 1978. p. 5. (Morning News).

Delora, Joann S. UNDERSTANDING SEXUAL INTERACTION. Houghton Mifflin. 1977.

A comprehensive account on all facets of human sexuality. Delora relates pregnancy and menstruation to combat situations.

## PREGNANCY

Falls, Martha. "Mother In Army Green." SOLDIERS. October 1976.  
pp. 45-46.

Enlisted women speak out on being a mother and having an Army career. "The Army makes demands, the kids make demands," one SP4 is quoted to say. A MSgt indicated that Army life for a mother can be risky.

Fleishman, Norman. VASECTOMY, SEX, AND PARENTHOOD. Doubleday.  
1973.

Complete guide to the operation of vasectomy.

Gordon, Linda. WOMAN'S BODY, WOMAN'S RIGHT: A SOCIAL HISTORY OF BIRTH CONTROL IN AMERICA. Grossman. 1976.

Kleiner, Richard A. "When Baby Makes Three." AIRMAN. November, 1979.  
pp. 11-13.

Two Air Force couples discuss their life in the Air Force. Both couples have minor children and describe how life is like working in the Air Force under such circumstances. S/Sgt. Pearl Tucker stated that the Air Force was very accomodating during her Pre-Natal and Post-Natal care. Sgt Lynn Lapsley felt that her pregnancy affected her job terribly. Men held it against her while she was out sick, they did their job and her job also.

Kozaryn, Linda B. "The Reality Of Abortion." SOLDIERS. March  
1981. p.20.

This article explains and discusses in detail abortion. The author's states it is his purpose to inform soldiers the realities of abortion, and to provide as much information on the subject as necessary.

Loebl, Suzanne. CONCEPTION, CONTRACEPTION: A NEW LOOK. McGraw-Hill.  
1974.

MAN'S BODY - AN OWNER'S MANUAL. Diagram Group. Paddington Press LTD.  
No Date.

"OUR BODIES, OURSELVES: A BOOK BY AND FOR WOMEN." Simon and Schuster.  
1973.

Rudel, Harry Wendell. BIRTH CONTROL: CONTRACEPTION & ABORTION.  
Macmillan. 1973.

Seaman, Barbara. WOMEN AND THE CRISIS IN SEX HORMONES. Rawson Associates.  
1978.

Important study of side effects of sex hormones. Discusses alternatives on contraception.

Shapiro, Howard I. THE BIRTH CONTROL BOOK. St. Martin's Press. 1977.

Questions and answers on contraception, sterilization, & abortion.

## PREGNANCY

Shivanandan, Mary. NATURAL SEX. Rawson & Wade. 1979.

Discusses natural contraception without the aid of artificial methods.

Swanson, Janice M. "Contraceptive Behavior Of Married Males And Its Relationship To Focus Of Control, Knowledge Of Contraception, And Selected Social Variables. DISSERTATION ABSTRACTS INTERNATIONAL. December 1975. pp. 2711-2712.

"Title VII And The Pregnant Employee." Notes. NOTRE DAME LAWYER. February 1974. pp. 568-578.

Witherspoon, Roger. "Coming Up: Battle On When Life Starts." ATLANTA CONSTITUTION. Thursday, April 9, 1981. pp. 4c, col 1 & 15c col 1.

WOMAN'S BODY - AN OWNER'S MANUAL. By Diagram Group. Paddington Press Ltd. No Date.

Zimmerman, Mary K. PASSAGE THROUGH ABORTION. Praeger. 1977.

Statistical analysis of interviews on abortion. Deals with the sequence of events from becoming pregnant thru post abortion feelings.

## AUDIO-VISUAL

THE SEXUALLY MATURE ADULT. Film. John Wiley and Sons, Inc.

CONTRACEPTION: ALTERNATIVES FOR TODAY. 20 minutes - Video-Tape #916.

## CHARTS

HUMAN REPRODUCTION. Health Education Program. Denoyer-Geppert, Co. 1969.

METHODS OF CONTRACEPTION-INCLUDING ANATOMY AND PHYSIOLOGY. Published By Planned Parenthood Federation Of America-New York.



## HOMOSEXUALITY

### PRINTED MATERIALS

"Air Force Homosexual Loses Case, Denied Waiver Of Regulation." CBS NEWS October 22, 1975. p.22. (Morning News).

"Air Force Sgt. Matlovich Challenges Ban On Homosexuals." CBS NEWS. May 27, 1975. p.12. (Morning News).

"Army Discharges Woman After Marriage To Alleged Transsexual." CBS NEWS. July 21, 1977. p.11. (Morning News).

"Army Seeks Dismissal Of Woman Married To Transsexual." CBS NEWS. June 6, 1977. p.19. (Morning News).

Austen, Roger. "But For Fate And Dan: Homosexual Villains And Victims In The Military." COLLEGE ENGLISH. 1974. pp. 352-359.

The theme of homosexual officers lustig after innocent enlisted men has frequently appeared in English and American fiction since "Billy Budd"--almost always leading to tragic outcomes.

Bryant, Clinton B. "TACKLING COLLAR CRIME: DEVIANT BEHAVIOR IN MILITARY CONTEXT. Free Press. 1979.

Analysis of military crime which includes some information on homosexuality and rape.

"Court Upholds UCMJ - Sodomy Prohibition." AIR FORCE TIMES. July 17, 1978. p.2.

Druss, Richard G. "Cases Of Suspected Homosexuality Seen At An Army Mental Hygiene Consultation Service." PSYCHIATRIC QUARTERLY. 1967. pp. 62-70.

Discusses the customs, attitudes, and regulations pertaining to homosexuals in military service. The records of 40 referrals fell into 2 broad categories: True homosexuals and immature soldiers who had committed various homosexual acts. Some of the distinguishing characteristics of these 2 groups are described.

Doherty, Ray. "Sex Preference Is Constitutional Right, U. S. Judge

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Rules. Lesbian Discharged From Army." L. A. DAILY JOURNAL. May 23, 1980. p.2.

"Final Defense Witnesses Testify In Matlovich Discharge Case." CBS NEWS. September 19, 1975. p.9. (Morning News).

"The Gay World Is Real -- Not A Fairy Tale." AMERICAN SCHOOL BOARD JOURNAL. 1973. p. 160. (Dialog Search).

Provides a brief historical overview of the social implications of homosexuality and supplies data suggesting that homosexuality is much more widespread than many are prepared to believe.

Hart, Gavin. "Sexual Behavior In A War Environment." JOURNAL OF SEX RESEARCH. August 1975. pp. 218-226.

The investigation of the sexual behavior of Australian troops in Vietnam. Questionnaires were administered to 488 consecutive attenders at a VD clinic and 230 soldiers of similar rank randomly selected from the troop population. Masturbation, intercourse, and fellatio were the most frequently practiced sexual behaviors, while cunnilingus, anal intercourse, and homosexual behaviors were the least practiced. Findings demonstrate that environmental stress and relative peer acceptance may have had marked effect on sexual behavior. The sexual output of any individual markedly influenced by his sociological background.

"Homosexual Air Force Sergeant Fights Discharge." CBS NEWS. May 26, 1975. p. 1. (Evening News).

"Homosexual, Discharged From AF, Litigating In Federal Courts." CBS NEWS. October 23, 1975. p. 31. (Morning News).

"Homosexuals Get A Break." AIR FORCE TIMES. December 18, 1978. pp. 26-27.

Jones, Clinton R. HOMOSEXUALITY AND COUNSELING. Fortress. 1974.

Clinton Jones, a specialist in pastoral counseling, advises homosexuals on how they can seek help for problems they encounter. Jones also offers guidance to other counselors on the problems experienced by homosexuals.

Lester, Marianne. "Homosexuals In Uniform." FAMILY. March 27, 1974. pp. 5-13.

"Sgt Matlovich Testifies In Military Trial On Homosexuality." CBS NEWS. September 17, 1975. p. 17. (Evening News).

"Matlovich Trial Challenging Military's Ban On Homosexuality." CBS NEWS. September 16, 1975. p. 10. (Evening News).

McCracken, Samuel. "Are Homosexuals Gay?" COMMENTARY. January 1979. p.19.

## HOMOSEXUALITY

Morrow, Becky. "Military Ban On Homosexuals is Widely Litigated: Norton Sound Returns." L.A. DAILY JOURNAL. November 5, 1980. p.1. Col. 2.

Ovesey, Lionel and Ethel Person. "Gender Identity And Sexual Psychopathology In Men: A Psychodynamic Analysis Of Homosexuality, Transsexualism, And Transvestism." JOURNAL OF THE AMERICAN ACADEMY OF PSYCHOANALYSIS. No Date.

Defines gender identity and describes how it develops, drawing heavily on the concepts of J. Money and R. Stoller. The psychodynamics of gender identity in biologically normal, heterosexual males is described with attention to the concept of pseudohomosexuality which illuminates the unconscious integration of conflicts about gender role. The psychodynamic demonstrated in 3 disorders where biologic sex is normal, but gender identity and sexual behavior are markedly aberrant; homosexuality, transsexualism, and transvestism. For each disorder a psychodynamic analysis of the symptoms is provided, and a hypothesis for their developmental origins is proposed.

"Psychologist Says Sgt Matlovich's Homosexuality Won't Interfere With Duty." CBS NEWS. September 18, 1975. p.15. (Evening News).

Ruitenbeek, Hendrick ed. HOMOSEXUALITY: A CHANGING PICTURE. Souvenir Press. 1973.

Gay students and gay liberation brought homosexuality "out of the closet." Ruitenbeek compiles a number of chapters written by novelists, professors, psychiatrists, and journalists on the growing sensitiveness of today's homosexuals.

Snyder, Keith. "VA Eases Bar To Benefits For Certain Homosexual Vets." CLEARINGHOUSE REVIEW. March 1980. p. 878.

Snyder, William P. "Policy Paper Gays And The Military: An Emerging Policy Issue " JOURNAL OF POLITICAL AND MILITARY SOCIOLOGY. Spring 1980. p. 71.

Soloff, Paul H. "Pseudohomosexual Psychosis In Basic Military Training." ARCHIVES OF SEXUAL BEHAVIOR. September 1978. pp. 503-510.

The emergence of homosexual anxieties in heterosexual males following a severe blow to masculine self-esteem has been termed "pseudohomosexual" by L. Ovesey (1969) and has been shown to reflect sexual dependency and power conflicts. The present article extends the concept, described largely in neurotic patients, to psychotic reactions occurring in basic trainees following failure to adapt to military life. The military setting is viewed as a culturally specific stress for emergency of pseudohomosexual anxieties in predisposed individuals. Three case studies illustrate the power and dependency conflicts, sexual symbolization, projective defenses, and restitutional violence which characterize these patients. The pseudohomosexual psychosis defends the patient against perceiving his inability to effect separation from mother, bear the object loss, and attain cultural manhood.

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Schafer, Siegrid. "Sociosexual Behavior In Male And Female Homosexuals: A Study In Sex Differences." ARCHIVES OF SEXUAL BEHAVIOR. September 1977. pp. 355-364.

Compares the results of the author's (1975) previous study of female homosexuals with the results of M. Dannecker and R. Reiche's (1974) previous study of male homosexuals. There were 151 18-35 year olds in the lesbian sample and 581 18-35 year olds selected from the original 789 Subjects in the male homosexual sample. The data of both studies are compared with regard to "coming out," heterosexual experiences, homosexual activity, partner mobility, and partner relations.

Warren, Carol A. and Joann S. Delora. "Student Protest In The 1970s: The Gay Student Union And The Military." URBAN LIFE. April 1978. pp. 62-90.

Reports a case study of the effectiveness of a protest against the campus ROTC unit by the homosexual student organization of a small Western university. Reform tactics, including "disembodied access" to powerful groups and to potential minority group allies, provided some symbolic satisfactions for members of the stigmatized group, but action to redress the purported discriminatory practices was postponed by the faculty senate.

Tripp, C. A. THE HOMOSEXUAL MATRIX. McGraw-Hill. 1975.

Presents an analysis of the place of homosexuality in religion, biology, anthropology, and politics. Accounts of homosexuality in the military, espionage, psychiatry, and discussions of various treatments in lifestyles of homosexuals are presented.

"Two Homosexuals Lose First Test." AIR FORCE TIMES. October 8, 1975. p. 10.

Warran, Carol. SEXUALITY: ENCOUNTERS, IDENTITIES, AND RELATIONSHIPS. Sage. 1976.

Presents papers which originally appeared as special issues of journals. Topics include the new massage parlors, the interrelation between sex, situation, and strategies in the pairing ritual of homosexuals; secrecy in the lesbian world, bisexuality in men, family attitudes and Mexican male homosexuality, and meanings and process in erotic offensiveness.

Werner, Dennis. "A Cross-Cultural Perspective On Theory And Research On Male Homosexuality." JOURNAL OF HOMOSEXUALITY. Summer 1979. pp. 345-362.

Examined cross-cultural data on male homosexuality in light of various theories that might account for its variation. By examining different psychological explanations (e.g., parent-child relationships), the study suggests that the sex of childhood companions may be an

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important factor in the origin of homosexuality. Two possible explanations for an association between male homosexuality and mixed-sex playgroups are offered: In one, gender identity serves as intervening variable; in the other, the notion that "familiarity breeds contempt" is studied. A cultural materialist theory, which views homosexuality as adaptive under conditions of population pressure, is shown to be supported by the correlation between a society's natalist policy and its attitudes toward homosexuality.

West, Donald. HOMOSEXUALITY. Aldine Publishing Company. 1968.

West traces homosexual behavior from historical times to modern times using psychological and sociological data. West examines some theories on the causes of homosexuality.

Williams, Colin J. and Martin S. Weinberg "Being Discovered: A Study of Homosexuals In The Military." SOCIAL PROBLEMS. 1970. pp. 217-227.

Current conceptions of deviance have placed less emphasis on the role played by the deviant himself in being assigned a deviant label. To examine the role of the deviant, a sample of male homosexuals who had received less than honorable discharges from the military for homosexual conduct were compared with a sample who had received honorable discharges. It was found that, compared to the honorable discharge group, the less than honorable discharge group was more likely to have (a) been engaging in homosexual sex more frequently before induction, (b) experienced more frequently homosexual sex while in the service, and (c) had predominately other servicemen as homosexual partners. Further examination of the data showed how these factors specified the manner in which members of the less than honorable discharge group were discovered.

Williams, Colin J. and Martin S. Weinberg HOMOSEXUALS AND THE MILITARY: A STUDY OF LESS THAN HONORABLE DISCHARGE. Harper & Row. 1971.

Williams, Colin J. and Martin S. Weinberg "The Military: Its Processing Of Accused Homosexuals." AMERICAN BEHAVIORAL SCIENCE. 1970. pp.203-217.

The authors describe the procedure by which men charged with homosexuality are classified as one of three organizationally recognized classes of homosexuals and processed to dishonorable, undesirable, or general discharges usually correlated with such classifications.

Wolfgang, Aaron; Wolfgang, Joan. "Exploration Of Attitudes Via Physical Interpersonal Distance Toward The Obese, Drug Users, Homosexuals, Police And Other Marginal Figures." JOURNAL OF CLINICAL PSYCHOLOGY. October 1971 pp. 510-512.

## SENIOR/SUBORDINATE RELATIONSHIPS (FRATERNIZATION)

### PRINTED MATERIALS

"Army Cracks Down On Fraternization Between Male, Female Soldiers Of Differing Ranks." CBS NEWS. December 4, 1977. p. 22. (Morning News).

Bachman, Jerald C. THE ALL-VOLUNTEER FORCE: A STUDY OF IDEOLOGY IN THE MILITARY. University of Michigan Press. 1977.

A pragmatic view of how the military looks at itself. Bachman studies the military from human relations aspects such as subordinate/superordinate factors.

Batts, John H. and Others. "The Roles Of Women In The Army And Their Impact On Military Operations And Organizations." Army War College, Carlisle Barracks, Pa. DTIC AD-A016 998. May 23, 1975. 153p.

Problems inherent in the expanded utilization of female soldiers in the U.S. Army are numerous. Attitudes of a wide sample of Army personnel, men and women, enlisted and officer, were surveyed pertaining to those problems. Some problems such as uniforms, billeting, assignments, and training are obvious and with proper planning can and will be solved by commanders and staff throughout the chain of command. Other problems, perhaps not so obvious, have not received sufficient attention and remain of concern: fraternization; attitudes of male and female soldiers; effects of the Equal Rights Amendment; deployability; and requirements unique to women such as pregnancy, abortion, child care, and assignment of military couples. Policies as expressed by the Secretary of Defense, Secretary of the Army, Chief of Staff of the Army, and major commanders are not disseminated in sufficient detail to insure that soldiers understand what policies are applicable to the utilization of female soldiers. Many soldiers, both male and female are concerned that supervisors do not have sufficient training to cope with the sexually-mixed work environment, particularly as this environment deals with discipline, extra duties, and physical capabilities of the female soldier.

## SENIOR/SUBORDINATE RELATIONSHIPS (FRATERNIZATION)

"Interpersonal Power Relationships: As Defined By Superior-Subordinate Intersections." DTIC AD-A038 974. April 1977.

A system was developed and norms were provided for defining relationships between 'Superordinates' and 'Subordinates' in terms of power and obligation. Formulae are presented for calculating 'Harmony, Conflict, and Partial Congruence Indexes.' The measurement of relationships is a necessary preliminary step to the process of becoming objective about relationships. The method outlined in the report, 'Interpersonal Power Relationships as defined by Superior-Subordinate Intersections' utilizes the inferred qualities resulting from the interaction of measured individual traits. The 'Intersection' or Relationship Traits are defined in terms of going transactions of power and obligations.

Jones, Allan P.; James, Lawrence R.; Bruni, John R. "Perceived Leadership Behavior And Employee Confidence In The Leader As Moderated By Job Involvement." JOURNAL OF APPLIED PSYCHOLOGY. February 1975. pp. 146-149.

Examined the effect of job involvement upon the relationship between perceived leader behaviors and confidence and trust in the leader. 112 civil service and military engineering employees were subdivided into 2 groups on the basis of their job involvement scores. Results show that high-job-involvement subjects tended to have significantly lower correlations between confidence and trust and leadership variables.

"Leadership And Women In Organizations." DTIC AD-A026 601. July 1969.

The purpose of this report is to provide information and a point of view that may help in thinking about leadership of women by women; women by men; and men by women. However; the focus throughout most of the report is on women leading women. This report is divided into four major parts. Chapter 2 contains three views of women. Namely, woman's traditional sex role; women as a minority group (the idea of male superiority continues to have its effect); and scientifically based observations about women. Chapter 3 presents several ideas about leadership. Chapter 4 discusses differences between women and men in organizations. It was emphasized that task functions of the leader of men or of women are much the same; but that maintenance functions may differ. Chapter 5 discusses sex-related differences in leadership. Special problems that female leaders encounter were identified; and an approach to solving the problems was suggested.

Lester, Murianne. "What Happens When The Boss Is A Woman." AIR FORCE TIMES MAGAZINE. January 14, 1980. pp. 4-10.

"Measuring The Impact On Subordinates Of Managers' Interpersonal Communication Styles And Credibility." DTIC AD-A03 973. March 1977.

This research investigated the relationship between managers' interpersonal communication behavior and subordinate satisfaction with supervision; job satisfaction and performance. A two-stage communication model was proposed and tested in which six interpersonal communication dimensions (careful presentation of Ideas; open; two-way communi-

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cation; frankness; careful listening; brevity; informality) serving as independent variables were seen to impact four intervening variables; subordinate role clarity; and three measures of manager source credibility (trustworthiness, informativeness and dynamism). These intervening variables in turn were seen to influence the following dependent variables; subordinates' satisfaction with supervision; job satisfaction and work unit effectiveness.

"Relational Qualities Of Leadership Style." DTIC AD-A072 385. July 1979.

This project aimed at clarifying leadership style with respect to qualities affecting leader-follower relationships and making for effective leadership. Three distinct tasks were completed: First: pertinent work was reviewed and evaluated from the literature on social exchange processes; leadership legitimacy; and the comparison of women and men as leaders. Second: a set of experiments was done varying the leader's source of authority and the group's success or failure. Third: critical incidents and ratings of good and bad leadership were secured and compared from managers in three field settings.

Stauder, Peter G. "Woman: Does Her Sex Mean She Is Less Prepared To Supervise." DTIC AD-B019 723L. May 1977. 79p.

This study takes the position that it is necessary for women to understand themselves and why they often feel the way they do about success, careers, homemaking/marriage, and education/intelligence. Initially the paper covers the key to such feelings, the process of psychological scripting, and then indicates how individual scripts can be changed. The fourth chapter provides recommendations for enhancing and expanding Air Force programs and outlines an awareness program for the individual. Appendices provide skeleton seminars on awareness and assertiveness training.

University City Science Center, Philadelphia PA. "Working Relationships Between Men and Women: Effects Of Sex And Hierarchical Position On Perceptions Of Self And Others In A Work Setting." DTIC AD-A072 413. June 1979.

The research reported investigated effects of sex and hierarchical position on workers' perceptions about themselves and the people with whom they worked in a sample of Bell Telephone Company of Pennsylvania employees. A modified version of the BEM sex-role inventory, with additional work-related and personal interaction items, was administered to 44 first-line supervisors and 184 of their subordinates self-ratings, self-versus same sex peer rating, and ratings of four target persons: a male and a female supervisor and a male and a female subordinate were compared for male and female respondents. Ratings of supervisor versus subordinate targets were also examined. Supervisor targets were rated higher than subordinate targets of the same sex on most masculine items; and subordinate targets were rated higher than supervisor targets of the same sex on most feminine-typed items.



## SENIOR/SUBORDINATE RELATIONSHIPS (FRATERNIZATION)

Wedekind, Lothar N. "Sex Fraternization: New Twist On An Old Taboo."  
AIR FORCE TIMES. June 4, 1979. pp. 6-12.

"Women In The Army." DTIC AD-A093 082. June 6, 1980.

This study examines the historical background, the present situation and the future indicators of the role women will play in the Army. It addresses the series of events that have contributed to the expanded utilization of women. The thesis presents the situation faced by the Army today by reviewing the health, pregnancy, nontraditional role, fraternization and conscription problems. Research has revealed that the greatest inhibitor of the expanded use of women has been men. However, the volunteer Army has sped the utilization of women to a goal of 96,400 by FY 1985. Some problems continue to exist, but are steadily being addressed. The study concludes that women are now an integral part of the Army and must be so recognized.

## RESOURCES ADDRESSES

ADL, CO.  
315 Lexington Avenue  
New York, New York 10016

Alliance Against Sexual Coercion  
P. O. Box 1  
Cambridge, Maryland 02139

Tel: (617) 482-0329

Army Community Service Office  
Human Resources Division  
Ft Myer, Virginia 22211

BNA Communications, Inc.  
9401 Decoverly Hall Road  
Rockville, Maryland 20850

Clark Communications, Inc.  
Suite 907 Fox Plaza  
1390 Market St.  
San Francisco, California 94102

Columbia Resource Management  
3600 M Street N. W.  
Suite 203  
Washington, D. C. 20007

Committee On Post Office And Civil Service  
United States House Of Representatives  
309 Cannon House Office Building  
Washington, D. C. 20515

Tel: (202) 225-4054

Creative Life Designs  
2188 Sunset Drive  
Ventura, California 93003

Tel: (805) 643-3785

## RESOURCES ADDRESSES

Defense Equal Opportunity Management  
Institute Quarterly Newsletter  
Patrick Air Force Base, Florida 32925

Effectiveness Training, Inc.  
531 Stevens Avenue  
Solana Beach, California 92075

Tel: (714) 481-8121

Equal Rights Advocates, Inc.  
370 Mission 4th Floor  
San Francisco, California 94103

Human Relations/Human Sexuality Program  
Army Community Service  
Ft Myer, Virginia 22211

Labor Education And Research Project (LEARP)  
P. O. Box 20001  
Detroit, Michigan 48220

Merit Systems Protection Board  
1717 H Street, N. W.  
Washington, D. C. 20419

Tel: (202) 653-7123

New Responses, Inc.  
P. O. Box 6114  
Arlington, Virginia 22206

Office Of Women And Work  
Michigan Department Of Labor  
309 N Washington  
Box 30015  
Lansing, Michigan 48909

Planned Parenthood Center Of Syracuse, Inc.  
The Community Sex Education Center  
1120 East Genesee Street  
Syracuse, New York 13210  
(pamphlets: "Growing Up," "Teen Questions About Sex-And Answers").

Planned Parenthood Federation Of America  
810 Seventh Avenue  
New York, New York 10019  
(pamphlets: "That Growing Feeling," "Teen Sex, "Facts About The  
Facts Of Life").

RESOURCES ADDRESSES

Planned Parenthood Of Minnesota  
1965 Ford Parkway  
St. Paul, Minnesota 55116  
(pamphlet: "Menstruation").

RMPP Publications  
A Division Of Rocky Mountain Planned Parenthood  
1825 Vine Street  
Denver, Colorado 80206  
(pamphlet: "Starting Early Experience").

U. S. Department Of Health And Human Resources  
Public Health Service  
Health Services Administration  
Bureau Of Community Health Services  
Rockville, Maryland 20857  
(pamphlets: "The Hassles Of Becoming A Teenage Parent," "Changes-  
You & Sex," "Changes & Choices").

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